

5 SEP 1977

MEMORANDUM FOR: Deputy Director for Administration
SUBJECT : Proposed Supergrade Positions and
Ranking by PMCD

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1. Attached is the proposed supergrade positions and ranking, which was prepared by the Position Management and Compensation Division, Office of Personnel and brought to me by Mr. [REDACTED]. He requested that you review this proposed submission to the DCI and let him know if you have any major areas of disagreement. He will be glad to explain any or all of this package as well as to show you how they arrived at the point value of each position. After you have approved the list of supergrade positions and ranking, it will be forwarded to the DCI from the Director of Personnel.

2. This submission includes the new positions and the changes in grade which were requested for the proposed reorganization of your Staff. The Director of Personnel has reviewed and approved the attached list.

3. In arriving at the ranking, a point value was assigned to each position based on the following four criteria:

- a. Knowledge and Skills
- b. Duties
- c. Decisions and Commitments
- d. Contacts - Purpose and Nature

The following is the breakdown by grade of the point value:

- a. 825 to 1,000 - GS-18
- b. 700 to 825 - GS-17
- c. 600 to 700 - GS-16

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4. The supergrade ceiling is [REDACTED] but PMCD has recommended [REDACTED] supergrade positions.

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Attachment

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